

## SENATE BILL No. 219

### DIGEST OF INTRODUCED BILL

**Citations Affected:** IC 4-1-2-1; IC 5-10-6-2; IC 20-33-3-30; IC 22-2-14; IC 34-30-2-11.2.

**Synopsis:** Lactation support in the workplace. Provides that the state, political subdivisions, and other employers that employ six or more individuals shall provide for reasonable paid breaks for an employee to express breast milk for the employee's infant child. Provides that the state, political subdivisions, and other employers: (1) must make reasonable efforts to provide a room or other location in close proximity to the work area where the employee can express the employee's breast milk in privacy; and (2) must make reasonable efforts to provide for a refrigerator or other cold storage for keeping breast milk that has been expressed.

**Effective:** July 1, 2008.

**Simpson**

January 8, 2008, read first time and referred to Committee on Pensions and Labor.

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Introduced

Second Regular Session 115th General Assembly (2008)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2007 Regular Session of the General Assembly.

## SENATE BILL No. 219

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A BILL FOR AN ACT to amend the Indiana Code concerning labor and safety.

*Be it enacted by the General Assembly of the State of Indiana:*

1       SECTION 1. IC 4-1-2-1 IS AMENDED TO READ AS FOLLOWS  
2 [EFFECTIVE JULY 1, 2008]: Sec. 1. It is the intent of this chapter that  
3 state offices be open and able to conduct public business at all times  
4 during an eight and one-half (8 1/2) hour working day. Each employee  
5 shall work for a full seven and one-half (7 1/2) hours each working day  
6 and provision for a one (1) hour lunch period shall be provided each  
7 employee. Lunch hours of employees shall be staggered to permit the  
8 conduct of business at all times during a working day. **Breaks shall be**  
9 **provided as set forth in IC 5-10-6-2.** It shall be lawful for state offices  
10 to close their doors for business from the close of the working day each  
11 Friday or in the event Friday is a legal holiday, then from the close of  
12 the working day on the Thursday which immediately precedes such  
13 legal holiday, until the commencement of the working day on the next  
14 following Monday, or in the event Monday is a legal holiday, then until  
15 the commencement of the working day on the Tuesday which  
16 immediately follows such legal holiday; provided, however, that the  
17 state library may be kept open until noon Saturdays in the discretion of

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the Indiana library and historical board.

SECTION 2. IC 5-10-6-2 IS ADDED TO THE INDIANA CODE AS A NEW SECTION TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2008]: **Sec. 2. (a) The state and political subdivisions of the state shall provide reasonable paid break time each day to an employee who needs to express breast milk for the employee's infant child. The break time must, if possible, run concurrently with any break time already provided to the employee. The state and political subdivisions are not required to provide break time under this section if providing break time would unduly disrupt the operations of the state or political subdivisions.**

**(b) The state and political subdivisions of the state shall make reasonable efforts to provide a room or other location, other than a toilet stall, in close proximity to the work area, where an employee described in subsection (a) can express the employee's breast milk in privacy. The state and political subdivisions shall make reasonable efforts to provide a refrigerator or other cold storage space for keeping milk that has been expressed. The state or a political subdivision is not liable if the state or political subdivision makes a reasonable effort to comply with this subsection.**

SECTION 3. IC 20-33-3-30, AS ADDED BY P.L.1-2005, SECTION 17, IS AMENDED TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2008]: **Sec. 30. (a) This section applies to occupations for which a child less than eighteen (18) years of age may be employed or allowed to work under this chapter but does not apply to children subject to:**

- (1) section 6 of this chapter; or
- (2) section 29(2) or 29(3) of this chapter.

**(b) A person, firm, limited liability company, or corporation that employs a child less than eighteen (18) years of age shall provide the child one (1) or two (2) rest breaks totaling at least thirty (30) minutes if the child is scheduled to work at least six (6) consecutive hours. Breaks shall be provided as set forth in IC 5-10-6-2.**

SECTION 4. IC 22-2-14 IS ADDED TO THE INDIANA CODE AS A NEW CHAPTER TO READ AS FOLLOWS [EFFECTIVE JULY 1, 2008]:

#### **Chapter 14. Employee Breaks**

**Sec. 1. As used in this chapter, "employer" means a person or entity that employs six (6) or more employees.**

**Sec. 2. An employer shall provide reasonable paid break time each day to an employee who needs to express breast milk for the**

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1 employee's infant child. The break time must, if possible, run  
2 concurrently with any break time already provided to the  
3 employee. An employer is not required to provide break time  
4 under this section if providing break time would unduly disrupt the  
5 operations of the employer.

6 **Sec. 3.** An employer shall make reasonable efforts to provide a  
7 room or other location, other than a toilet stall, in close proximity  
8 to the work area, where an employee described in section 2 of this  
9 chapter can express the employee's breast milk in privacy. An  
10 employer shall make reasonable efforts to provide a refrigerator  
11 or other cold storage space for keeping milk that has been  
12 expressed. The employer is not liable if the employer makes a  
13 reasonable effort to comply with this section.

14 SECTION 5. IC 34-30-2-11.2 IS ADDED TO THE INDIANA  
15 CODE AS A NEW SECTION TO READ AS FOLLOWS  
16 [EFFECTIVE JULY 1, 2008]: **Sec. 11.2. IC 5-10-6-2 (Concerning**  
17 **employee breaks for nursing mothers).**

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